



REPLY TO  
ATTENTION OF

DEPARTMENT OF THE ARMY  
INSTALLATION MANAGEMENT AGENCY  
HEADQUARTERS, UNITED STATES ARMY GARRISON, FORT CARSON  
1633 MEKONG BLVD., RM 215  
Fort Carson, CO 80913-4313

GC Policy #3

IMNW-CAR-EEO

11 August 2006

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Commander's Policy on Equal Employment Opportunity (EEO), Supersedes GC Policy #3 dated 25 January 2006

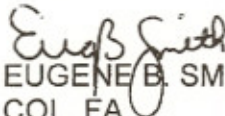
1. Reference: AR 690-12, Equal Employment Opportunity and Affirmative Action, dated 4 March 1988.
2. Purpose: To establish the Commander's policy on Equal Employment Opportunity.
3. Applicability: Applies to all applicants for employment, employed civilians, and contractor personnel serviced by the Fort Carson Equal Employment Opportunity Office.
4. Policy: This Command will provide Equal Employment Opportunity to all employees and applicants for employment regardless of race, color, religion, age, sex, national origin, and (mental or physical) disability. I am personally committed to the principles of EEO and will not tolerate any form of discrimination. I expect this same commitment from all leaders in the organizations we service.
5. Procedures:
  - a. Individuals who perceive they are victims of discrimination, including sexual harassment, should report these incidents to their chain of command or the EEO Office. Complaints of discrimination will receive immediate attention and response from those involved, ensuring the rights of both the victim and the accused are protected.
  - b. Training in the prevention of sexual harassment (POSH) and EEO is mandatory for all soldiers and civilian employees. I expect each director, manager, and supervisor to ensure they, as well as their subordinates, receive this training.
  - c. Supervisors and managers (military and civilian) must demonstrate the same dedication and involvement in achieving the command's EEO goals as they have displayed in accomplishing other missions and objectives. Adherence to the principles of EEO exemplifies prudent leadership and is the right thing to do. I expect performance evaluations of military and civilian leaders to reflect the level of success in compliance with this policy.

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d. I strongly encourage leaders to consult with the Command's EEO Officer when making critical employment decisions in recruitment, selection, training, promotion, and discipline of employees. When sensitive EEO issues or systemic problems arise, I expect prompt resolution at the lowest possible level of the chain of command.

6. The proponent for this policy is the Fort Carson EEO Office, 526-4413.

  
EUGENE B. SMITH  
COL, FA  
Garrison Commander

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